

HOWARD COUNTY CHILD CARE TASK FORCE

FINDINGS AND RECOMMENDATIONS



PRESENTED TO:

**THE HOWARD COUNTY COUNCIL
JULY 12, 2001**

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INTRODUCTION

The Howard County Child Care Task Force was created by the Howard County Council to make recommendations to the Council regarding incentives the County might provide to encourage more people to enter or remain in the child care field and explore ways to improve child care in Howard County. The Task Force, under auspices of the Local Children's Board of Howard County, has completed an exhaustive study of child care in the community and is pleased to present its findings and twenty recommendations to help improve the child care system in Howard County. Task Force members are:

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BACKGROUND INFORMATION ON THE TASK FORCE

The Howard County Child Care Task Force was created because of the increasing need for child care in Howard County, the diminishing availability of such care and desire on the part of the Howard County Council to seek solutions to this dilemma. The following illustrate current issues:



The unemployment rate in the County is at an all time low (1.8%), increasing the demand for care and decreasing the supply of child care workers.



There are declining numbers of family child care homes in the County.



It is challenging finding care for any age child, 51% percent of parents in Howard County report an inability to find the care they need for an infant (0 to 23 months).



Cost of child care in Howard County is the highest in the state.



Low wages discourage workers from entering and remaining in the child care field.

Introduced by Council Members Christopher Merdon and Allan Kittleman and co-sponsored by Council Member Guy Guzzone, the Howard County Council passed Resolution No. 45-2000 creating the Task Force, under the auspices of the Local Children' Board of Howard County, designating certain membership and setting forth the charge to the Task Force (Appendix A). Members were invited to become part of the Howard County Child Care Task Force by Nancy Weber, Chairperson of the Local Children's Board in November 2000. The Task Force officially convened in December 2000. With the multitude of complex issues facing the delivery of affordable, accessible child care services, the Task Force set priorities for information gathering and, ultimately, its recommendations at the first meeting. These priorities were:



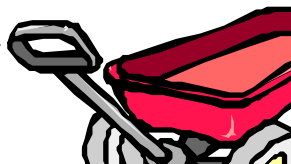
Expansion of Child Care Options, particularly for infants and toddlers



Child Care Staffing Shortages



Affordability



of Child Care

Child Care

Accessibility of

THE TASK FORCE PROCESS

The Task Force met bi-weekly from December 2000 through May 2001. Following is a summary of the Task Force's work:

- 👍 Established priorities
- 👍 Examined current child care initiatives in the county and state
- 👍 Testified in favor of funding the child care scholarship program
- 👍 Examined income guidelines for Howard County programs
- 👍 Developed and distributed questionnaires to gather information from child care centers and family child care homes (Appendices B and C)
- 👍 Learned about the new Maryland Child Care Credentialing program (Appendix D)
- 👍 Heard a presentation from Jane Adams of the National Association of Resource and Referral Agencies regarding child care initiatives across the country
- 👍 Examined the economic impact of child care in Howard County, meeting with Dick Story and Patrick Huddie of the Economic Development Authority, and Ray Wacks, County Budget Administrator
- 👍 Reviewed impact of a virtual strike of child care workers in New Hampshire and information from the Child Care Partnership Project
- 👍 Searched the internet for child care resources and funding initiatives
- 👍 Selected a sample of child care centers to gather information regarding capacity, staffing, benefits, expansion, current infant care provisions and asked how the county could assist their businesses
- 👍 Held a focus group with a cross section of family child care providers to gather information about their businesses, enrollment, income, benefits, challenges, and future plans
- 👍 Examined current state legislation that will impact child care



TASK FORCE FINDINGS

The information gathered by the Task Force was essential to understand the development of child care in the County, its current state and what appear to be County child care trends.

HISTORY AND DEVELOPMENT

In the late '60's and very early 70's , Howard County's need for child care services was limited. A few center and family child care homes existed to serve the needs of parents. Most centers were nonprofit and/or church-based operations and met the needs of the community's working parents.

The development of the "new town" of Columbia coincided with women entering the force. The sustained level of growth combined with the rapidly developing workforce resulted in an increase in for profit child care centers and family child care homes in a short period of time. Initially, most centers were small (up to 100 children) and State child care regulations permitted no more than 2 infants to be cared for in a family child care home. Until 1989, in Maryland, infants and toddlers could not be cared for in child care centers except in extremely limited circumstances.

Howard County has been a leader since the early 1970's in providing before and after school care services. Leading the state in recognizing the need for care for elementary school children, the Columbia Association, in cooperation with the Howard County Public School System, began operating school age program in each new elementary school in Columbia. Howard County Recreation and Parks soon joined the efforts, providing these services in schools outside Columbia.

With changes in State child care regulations which allowed infant care in centers and the increased demand for services, the child care industry continued to grow. Larger child care centers and more family child care homes were opened in the 1980's and 1990's. Slowly, issues of cost, quality of care and the lack of qualified staff began to impact child care in Howard County.

DATA SOURCES AND DEFINITIONS

The source of much of the statistical data presented in this report was taken from "Child Care Demographics - 2001 Howard County Report" co-published by the Maryland Committee for Children, the Maryland Child Care Resource Network and the Howard County Child Care Resource Center. The Task Force wishes to express its appreciation of the work done by those organizations.

The Task Force used the following definitions of types of care as defined by the Maryland Committee for Children:

Child Care: care or supervision of a child when the child's parents

have given the child's care over to another for some portion of a 24-hour-day as a supplement to the parent's primary care of the child.

Before/After Care: care to children enrolled in Kindergarten and above provided before and/or after school and during school holidays/vacation. Programs are licensed by the Child Care Administration and may operate from a school or other licensed facility.

Child Care Center: child care provided in a facility that, for part or all of the day, provides care to children in the absence of the parent. Programs are licensed by the Child Care Administration.

Employer-Sponsored Centers: child care centers located on-site or off-site which are sponsored by a corporation, business or other employer. Employees are given priority for enrollment slots.

Extended Elementary Education Program (EEEP): provides public pre-kindergarten education for four-year-olds, many of whom have language deficits and lack prior knowledge or an experiential base to support school success

Family Child Care: care given to a child younger than 13 or to a developmentally disabled person younger than 21 in place of parental care for less than 24 hours a day, in a residence other than the child's residence and for which the provider is paid. Regulations allow a family child care provider to care for as many as eight children at any time.

Head Start: provides comprehensive developmental services for children from low-income families. Head Start serves children, age 3 to school entry age, from income eligible families.

Infant/Toddler: in the State of Maryland, "infant" means a child under 18 months old, "toddler" means a child 18 months old or older, but younger than 2 years old.

Kindergarten: instructional program for children who are 5 years old by December 31st of each academic year.

Nursery Schools: an instructional program approved or exempted by the Maryland State Department of Education for children who are 2 through 4 years old and operate for a maximum of 6 hours per day.

Part Day: a program regulated by CCA with an education focus for children one or two years prior to entering kindergarten. Programs are usually 2-3 hrs/day, 2-3 days/week, nine months/year.

Small Child Care Center: a child care center serving 9-12 children. It may be housed in a residence and must conform to the same regulations as all child care centers in Maryland.

Youth Camps (licensed): a day camp, residential camp, travel camp or trip camp licensed by the Department of Health and Mental Hygiene.

FACTORS EFFECTING CHILD CARE IN HOWARD COUNTY

DEMOGRAPHICS

Population Characteristics	1995	2000
Total Population:	218,030	248,950
Male	108,500	123,850
Female	109,530	125,100
White	177,610	197,530
Nonwhite	40,420	51,420
Selected Age Groups:		
0-4	18,360	17,690
5-19	43,850	53,740
20-44	93,780	98,600
45-64	48,120	61,890
65+	13,910	17,030
There are an estimated 30,372 children (66%) under 12 with mothers in the work force based on the 1999 child population.		
Median Income	\$63,500	\$75,500

SOURCE: Maryland Department of Planning/MCC

Howard County has one of the largest percentages in Maryland of women in the work force with children:

Families	Total # of females 16+ with Children under 6	Total # of females 16+ with Children under 6 in Work Force	Total # of females 16 + with Children 6-17 only	Total # of females 16 + with Children 6-17 only in Work Force
1990	13,153	8,890	13,413	11,343
%	100%	67.6%	100%	84.6%

Source: U.S. Census, 1990, Prepared by MOP, April 1992 based on STF 3A

County births have been fairly consistent:

Howard County Birth Rates	
1995	3,487
1996	3,433
1997	3,358
1998	3,362

SOURCE: Maryland Department of Health and Mental Hygiene

COST OF CARE

A two-parent family of four with a household income of \$82,431 with two children ages 1-2 and 3-5 years can be expected to have the following yearly household expenses:

Expense		Cost	% of Income
Taxes		\$16,734	20.3%
Housing		\$14,232	17.3%
Child Care:		\$13,974	18.0%
Infant	\$7,063		
Preschool	\$6,911		
Food		\$7,062	8.6%
TOTAL		\$52,851	64.1%

SOURCE: MCC/Child Care Demographics - 2001 Howard Report

The average weekly cost of child care is greater in Howard County than in any other jurisdiction in Maryland with infant care being the highest and most difficult type of care to locate:

Average Weekly Cost of Full-Time Child Care			
Howard County	Family Child Care Programs	Child Care Centers	
0 - 2 years	\$152.17	\$208.97	
2 - 5 years	\$126.54	\$132.89	
School Age	\$112.86	\$127.36	
Maryland			
0 - 2 years	\$115.70	\$168.95	
2 - 5 years	\$ 97.40	\$107.60	
School Age	\$ 88.76	\$ 98.19	

SOURCE: MCC/LOCATE, 7/00

Purchase of Care (POC) is a child care voucher program operated through the Howard County Department of Social Services designed to assist eligible parents in paying for and obtaining safe and secure child care. Program eligibility is based on gross annual income, family size and need. Rates paid to Howard County providers who accept POC vouchers receive the highest rate paid by the State of Maryland. Income eligibility is as follows:

Purchase of Care - Income Eligibility	
Family Size*	Annual Income
1	\$ 15,563
2	20,351
3	25,140
4	29,929
5	34,717
6	39,506
7	40,404
8	41,301
9	42,199
10	43,097

*Families with teen parents and relative caretakers qualify for \$2,200 regardless of annual gross income.

SOURCE: Department of Human Resources/Child Care Administration

In FY '01, the POC allocation for Howard County was \$3,969,533.00 equaling

833 full time child care slots. According to the Maryland Committee for Children, LOCATE: Child Care - 7/00, 53.1% of family child care providers and 75.4% of center providers accepted POC children in Howard County. As of February 2001, the program was serving 687 children and there was no wait for parents to enter the POC program.

The cost of infant care in Howard County is comparable to the annual cost of tuition to attend college in the University of Maryland system. Scholarships, grants and loan programs are available through the state and private foundations for college attendance but do not exist to assist parents in paying for child care.

DEMAND FOR CHILD CARE

Based on calls received by the Howard County Child Care Resource Center, 50% of parents contacting the Center are seeking care for an infant.

Children Served by Age	Number of Children	Percent of Calls
Infant/Toddler (unborn to 23 mos.)	1,422	50.1%
Preschool (24 to 59 mos.)	594	20.9%
School-Age (6 years and older)	593	20.9%
Kindergarten (age 5)	228	8.0%
Total Calls	2,837	

SOURCE: LOCATE: Child Care at the Howard County Child Care Resource Center (7/99 - 6/00)

As expected, the largest percentage of parents are seeking child care because of work demands:

Reason Child Care is Needed	Number of Children	Percent of Call
Work Demands of Parent's Job	2,549	89.9%
Parent Looking for Employment	178	6.3%
Parent Attending School/Training	76	2.7%
Child Needs	34	1.2%
Total Calls	2,837	

SOURCE: LOCATE: Child Care at the Howard County Child Care Resource Center (7/99 - 6/00)

AVAILABILITY OF CARE

The need for regulated child care services far exceeds the number of the regulated child care slots (13,174) available in the community. The number of children in some form of non-regulated care is estimated to be 17,198. Following are children's care programs broken down by number and capacity where available:

Children's Programs by Type with Capacity/Enrollment		
Type of Program	# of Programs	Capacity
Family Child Care Providers	667	4,279
CCA* Licensed Group Programs	130	8,646
8 - 12 Hour Child Centers	57	4,563
Infant/Toddler	23	389
Part-Day	23	n/a
Before/After School (school & center based)	97	n/a
Small Centers	2	21
Employee-sponsored	5	105
Youth Camps	34	n/a
Nursery Schools	39	n/a
Kindergarten	30	n/a
Head Start	2	enrollment:
EEEP	3.5	245
		participants:
		140

* Child Care Administration

SOURCE: M CC/LOCATE, 7/00; Department of Human Resources; Maryland State Department of Education

While the number of full-day center-based child care programs in Howard County has increased from 43 in 1995 to 66 in 2000, the number of family providers is declining at an alarming rate. This trend for family child care providers, unfortunately, is expected to continue. A multitude of factors have contributed to the decline, including the low income many providers receive, a lack of benefits such as health care, and a shrinking workforce that is opting for higher paying employment opportunities.

Family Child Care Providers in Howard County (1995 - 2000)					
1995	1996	1997	1998	1999	2000
807	823	774	765	717	706

Source: MCC/LOCATE 7,/00

The decrease in Family Child Care providers resulted in a loss of more than 800 child care slots in the past six years. A similar loss of family child care providers is expected during the next four years.

According to community follow-up calls by the Maryland Child Care Resource Network, parents indicate that a lack of infant care is the major reason they could not find child care.

Major Reason Parents Could Not Find Care

No Vacancy for Infant	38%
No Vacancy for School-Age	10%
No Vacancy for Preschool	9%
Cost	9%
Location/Transportation	9%
Hours of Operation	7%
Quality of Care	6%
Other	6%
No Part-Time Care	3%
No Escort Service	2%
Special Needs	1%

Source: MCC/LOCATE 7,/00

STAFFING

Although the number of child care centers has increased, center operators are continually faced with the dilemma of adequate, quality staff to provide care for the children enrolled. Low salaries, lack of benefits, the need for quality inexpensive training and low unemployment rate are some of the reasons cited. These same factors contribute to individuals leaving or choosing not to begin a career as a family child care provider.

Annual Wage Information	
Howard County Public School Teacher Average Salary (School Year 1998 - 1999)	\$43,820
Maryland Public School Teacher Average Salary	\$43,720
Maryland Nonpublic School Teacher Average Salary	\$35,524
Maryland Family Child Care Provider Average Annual Income	\$18,503
Maryland Child Care Director Average Salary	\$26,571
Maryland Child Care Center Senior Staff/Teacher Average Annual Income	\$16,957
Maryland Child Care Center Aide Average Annual Income	\$11,688

SOURCE: MSDE; AIMS; MCC

Magnifying the problem of low salaries and wages for child care professionals is a lack of benefits. Statewide, benefits lag far behind those offered in other fields of work.

Statewide benefits for child care professionals	
Child Care Centers:	
Health Insurance	33% partially paid; 10% fully paid
Dental Insurance	23.6% partially paid; 7.1% fully paid
Family Care Providers	
Health Insurance	8.8% partially paid through business
Dental Insurance	6.3% paid through business

SOURCE: MCC

Low salaries, lack of benefits, a strong job market, and long hours have all contributed to the difficulty of maintaining staff. Child care centers report turnover rates as high as 50%.

QUALITY OF CARE

According to the National Association of Education of Young Children (NAEYC),

the following are indicators of quality child care and early childhood education programs:



Low staff-to-child ratios: The number of adults and children is important because it helps determine how much individual attention each child receives. There should be at least one adult for every

- - four infants
- - five younger toddlers (12 to 24 months)
- - six older toddlers (2 to 3 years)
- - ten children (3 to 5 years).



Well-trained staff: The professional qualifications and training of staff are crucial to the quality of a program. Ongoing training should be provided.



Group size: In addition to low child/staff ratios, the overall size of the program is important. Programs should have fewer than six to eight infants in a group, ten to twelve toddlers, and not more than eighteen to twenty preschoolers.



Low staff turnover: Staff who have been in a program longer establish bonds with children and those relationships help children grow and learn. Lower turnover is also usually a sign that the program values good staff and works to keep them.



Safe and healthy environment: Child care programs should be licensed to ensure minimum healthy and safe standard are met. The facility or home should be clean with children under adult supervision at all times. Staff should be able to describe clear health and safety procedures, as well as policies for handling emergencies.

Maryland had been consistently rated as one of the top states for quality child care by “*Working Mother*” Magazine. Last year, due to the complex pressures being placed on the Maryland child care system, the state did not place ten top.

COMMUNITY INPUT ON HOWARD COUNTY CHILD CARE

A crucial part of the Task Force’s examination of child care priorities was information gathered from the child care community. The Task Force developed a questionnaire that was distributed to child care centers requesting input on the child care situation in Howard County. Follow up calls were made by Task Force Members. A focus group of family child care providers was held to identify the caregivers’ priority issues. A summary of the information obtained follows:

CHILD CARE CENTER QUESTIONNAIRES (27 Centers)



Reasons for not providing infant care:

1. No space
2. Not profitable

3. Hard to find qualified staff



Reasons for not expanding current capacity for infants:

1. No space
2. Zoning obstacles - need to obtain special exceptions
3. The majority surveyed were at 90 to 100% capacity.



Top three obstacle to obtaining staff:

1. Finding qualified candidates
2. Compensation
3. Inability to provide health benefits.



At the time of the questionnaire, only 51% of the responding centers who responded were fully staffed



Other findings:

1. Most centers with infant care programs were full and had waiting lists.
2. Several centers were considering closing their infant rooms because of lack of space and profitability
3. Most larger chain centers were able to offer benefits to their employees, but smaller nonprofit or individually owned centers could not offer health, dental or child care benefits.

80 FAMILY CHILD CARE QUESTIONNAIRE AND FOCUS GROUP



Top three reasons for not providing infant care:

1. Liability/Vulnerability
2. Difficult to balance the needs of infants with older children
3. Infants are demanding and take up a lot of time



Reason for not expanding current capacity for infants:

1. Current regulations limit the number of infants/toddlers. Suggestions for change included changing group size or allowing family child care homes to serve a larger number of infant/toddlers, if this population is served exclusively.



Obstacles to providing family child care:

1. Majority of calls seek infant care and they don't have any openings. "I get 2-3 calls each day for infant care"
2. Liability
3. No benefits
4. Public image of family child care- lacks the professionalism it deserves



Things family child care providers requested from the county to help family child care businesses:

1. Increase public awareness
2. Mentoring programs
3. Tax breaks
4. Benefit plans

5. Access to grant funds
 6. In home - resources
 7. Substitute pool
 8. Reduce over regulation
 9. More focus groups
2. Penalize people who provide child care and are not registered or licensed.

HOWARD COUNTY CHILD CARE INITIATIVES

The Task Force identified the following child initiatives in Howard County that support child care professionals. A description of each can be found in Appendix E:

- 👍 Howard County Child Care Resource and Referral Center
- 👍 Child Care/Business Outreach Program
- 👍 The “Right Start” Micro Enterprise Development Program
- 👍 “Children on Board” Preschool and Child Care Information Fair
- 👍 Howard County Child Care Scholarship Program
- 👍 Celebrating Successes in Child Care and Early Childhood Programs
- 👍 Judith P. Hoyer Child Care and Education Enhancement Grant Accreditation Program
- 👍 Project Act (All Children Together)
- 👍 Howard County Public Library Story-time Program
- 👍 Family Child Care Association
- 👍 Howard County Child Care Food Program

ECONOMIC IMPACT OF CHILD CARE

Though seldom recognized, child care has a sizable economic impact in Howard County. The following statistics demonstrate the necessity of ensuring a healthy child care industry for the County’s economy to continue to thrive.

- 👍 With 667 family child care providers and 130 group child care programs serving 12,922 children, licensed child care is a \$78.2 million industry in Howard County. Group programs account for \$47.3 million in gross receipts and family child care homes account for \$30.9 million in gross receipts.
- 👍 Licensed child care directly employs 1,967 individuals, representing 1.3% of Howard County’s workforce of 149,280 (*Maryland Committee for Children Child Care Demographics*)
- 👍 Howard County’s workforce as of September 2000, age 16 plus was 77,990 males and 71,290 females (*Maryland Committee for Children Child Care Demographics*)
- 👍 Average wages in the Howard County child care industry are \$18,429, far below the average Howard County public school teacher salary of

\$43,820 and below the average clerical salary level in Howard County Government.

👉 The number of children under age five increased from 15,200 in 1990 to 18,375 in 1995.

👉 Current 2000 census data, as of this date, does not provide age detail except for under age 18. Howard County under age 18 population increased from 48,482 in 1990 to 69,543 in 2000, a 21,061 increase. Howard County's population grew 32.3% during this period, however the growth rate of those under 18 was 43.4%. The 2000 census data reveals that Howard County has the highest percentage (7.4%) of children under the age of five in the State. The Maryland Department of Planning supplied this information and indicated that the detailed age data should become available in July or August 2001.

👉 The declining number of family child care providers is having the greatest impact in availability of infant care. Currently, the County has 23 group child care centers who serve infants and total, with a capacity for only 389 slot available for these children. The majority of infant care is provided by the 667 family child care providers. The decline in number of child care providers equates to the loss of 285 infant care slots.

👉 Howard County's growth in immigration has had a fluctuating impact on the need for infant/toddler care.

PRODUCTIVITY IMPACT OF CHILD CARE PROFESSION

The County workforce of 149,280 benefits from the existing child care capacity of 12,922. It is estimated that 30,372 County children under 12 had mothers in the workforce in 1999. With a County average annual wage of \$35,000, the economic impact is \$531 million (30,372 divided by 2 x \$35,000). Stated another way, without the child care profession and resources in Howard County, the County would not benefit from the economic impact of \$531 million in wage income and purchasing capacity.

Without additional data, it is difficult to estimate the productivity impact on Howard County businesses, education and government entities, however, it can be assumed that the impact on the Howard County economy is significant when the workforce impact of \$531 million is combined with the child care industry gross receipts of \$78 million.

INNOVATIVE PROGRAMS ACROSS THE STATE AND COUNTRY

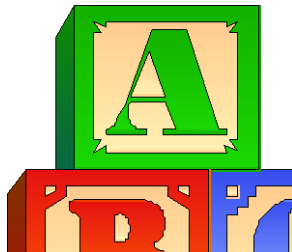
The Task Force learned about many programs across the country that offer innovative solutions to the child care issues facing Howard County today. Successful model programs that the Task Force felt should be replicated in Howard County follow. Full descriptions can be found in Appendix F.

👉

Recruitment Campaign - Fairfax Co, VA



Job Bank - Arlington, TX
Financing Programs - San Francisco, Montgomery County, MD and
Washington D.C
Business Partnerships - Seattle, WA
Child Care Development Authorities or Commissions - Montgomery
County, MD and Alameda County, CA
C.A.R.E.S - San Francisco, CA



RECOMMENDATIONS

The Task Force recommendations are short term (0-2 years), mid term (3-4 years), and long term (5 or more years) and focus on the Task Force's child care priorities of expansion, staffing, affordability and accessibility.

EXPANSION OF CHILD CARE

SHORT TERM RECOMMENDATIONS

1. Explore utilization of small centers (12 or less children)

Issues:

✎ Need for "small" centers in Howard County to expand availability

✎ Fees and procedures to open a small center can be as burdensome as those to open a large 300 child center.

Action:

✎ Research small centers across the state and determine the factors that enabled them to be successful

✎ Remove obstacles to opening small centers, such as Planning and Zoning fees

2. Provide financing options to assist existing facilities to expand or proposed facilities with start up costs.

Issues:

✎ Limited funding resources for facility start up and/or expansion

✎ Lack of awareness and/or options to obtain financing to develop new or expand existing facilities

Action:

✎ Link prospective and current business owners with local and state resources such as the James Rouse Entrepreneurial Fund, SCORE counseling service, and other financing programs.

3. Increase access to grant funding through the services of a resource development counselor

Issues:

✎ Available grant funding is not being accessed by providers

✎ There is a lack of knowledge regarding grant funds in the provider community as well as a lack of skill in grant preparation and staff resources to pursue grants.

Action:

✎ The development counselor would provide technical assistance in locating and obtaining grant funds to offset the cost of operating infant and other child care programs. Child care programs cannot afford a development counselor. This position would be located in the Howard County Child Care Referral Center.

4. Offer training incentives to make offering infant care more cost effective

Issues:

✎ Lack of qualified staff and adequate free or low cost infant care training in Howard County

Action:

✎ Provide free or subsidized training for the 45 hour infant/toddler certification class

✎ Provide additional training opportunities

∞ MID TERM RECOMMENDATIONS

5. Develop a quasi public Child Care Development Authority or Child Care Commission

Issues:

✎ Need for visible “oversight” body for County child care issues with the ability to leverage funds focused on child care.

✎ Would require county legislation and possibly State legislation.

Action:

✎ Explore options and mechanisms to develop a child care authority or commission and identify implementation steps

✎ Explore avenues for capital resources for child care facilities such as tax free bonds

✎ Create public/private partnership to invest and reinvest resources for child care needs

✎ Fund a Business Outreach Specialist to create and support employer-sponsored child care options

6. Offer financial incentives for center and child care homes providing infant care

Issues:

✎ Demand for infant care is greater than current program capacities. The cost of providing infant care discourages child care centers from opening and/or expanding these programs and the liability, restrictions and low pay impacts child care homes

✎ Staff/child ratios effect family child care providers willingness to offer infant care

Action:

✎ Offer tax incentives to centers and family child care homes offering infant care.

✎ Offer tax incentives to facilities to create new infant slots or retrofit current facilities to accommodate infants.

CHILD CARE STAFFING

SHORT TERM RECOMMENDATIONS

7. Recruitment and public awareness campaign for child care providers

Issues:

✎ The number of family child care providers in Howard County is declining due to low salaries, lack of benefits, and other, more lucrative job opportunities.

Action:

✎ Use a variety of media, advertise the benefits of working in the child care field

✎ Provide financial recruitment bonuses to family child care providers who recruit and mentor others into the field.

✎ Provide financial retention bonuses and recognition to people remaining in the field.

8. Continue scholarship program for child care training

Issues:

✎ There is a need for qualified staff in child care centers and a lack of affordable 90-hour courses to qualify staff for child care positions

Action:

✎ Increase training opportunities for individuals wishing to enter the child care field

✎ Offer flexible scheduling for child care courses

✎ Encourage foreign-born individual to participate in scholarship programs by offering ESOL (English as a Second Language) services to these students

9. Implement a provider mentoring program

Issues:

✎ There is a high turnover rate the child care industry and inexperienced, untrained providers can easily “burn-out.”

Action:

✎ Match inexperienced center staff and family child providers with experienced peers to assist in meeting the workplace challenges of training and staff retention.

✎ Assist existing programs to develop and implement mentoring programs.

✎ Fund a mentor stipend or reward program to retain program mentors.

10. Assist family child care providers and centers in accessing health insurance and other benefits

Issues:

✎ The lack of health insurance discourages providers from entering or remaining in child care.

Action:

✎ Research group health insurance options and other benefit plans.

11. Partner with community and volunteer groups for services

Issues:

- ✎ Constant need for quality center staff and family child care providers.

Action:

- ✎ Develop relationships with community groups to assist with children in child care settings, such as foster grandparents, reading buddies and library programs.

12. Create a job bank and substitute pool to connect child workers with facilities

Issues:

- ✎ Constant need for child care substitutes and the lack of qualified individuals interested in substituting
- ✎ Child care center directors frequently need to replace staff quickly and have no mechanism to access potential child care staff
- ✎ Child care homes have no coverage mechanism for sickness or emergencies

Action:

- ✎ Provide funds to implement a job bank
- ✎ Implement state legislation which assists substitute pools by allowing resource and referral agencies or child care associations to obtain criminal background checks.

13. Recommend changes to current age qualifications for child care staff

Issues:

- ✎ There is a need for qualified staff in child care programs. Currently some well-trained staff do not meet current age (20) requirements for senior staff

Action:

- ✎ Work with the Child Care Administration to lower minimum age for senior staff for a child center if appropriate experience is demonstrated.

AFFORDABILITY OF CHILD CARE

SHORT TERM RECOMMENDATIONS

14. Assist low-income parents in accessing child care

Issues:

✎ Low-income parents may have difficulty accessing child care in Howard County and unaware of current child care assistance programs

Action:

✎ Work with the Department of Social Services to publicize the Purchase of Care Child Care Subsidy program

MID TERM RECOMMENDATIONS

15. Assist Head Start in offering an Early Head Start Program

Issues:

✎ There is a need for low-income parents to have options for child care

✎ There is no Early Head Start Program (0 - 3 years) available in Howard County

Action:

✎ Identify appropriate funding sources

✎ Provide funds to operate an Early Head Start Program

✎ Construct/expand program facilities as appropriate

LONG TERM RECOMMENDATIONS

16. Provide on-site child care for County employees

Issues:

✎ Many county employees have limited child care options due to cost and availability of care. The County should serve as a model to other employers in the area. Currently county government lacks a facility and the resources to provide child care

Action:

✎ Include an employer-sponsored child care center in the new Government Center to serve as a model for other businesses

17. Examine options for low/moderate-income parents

Issues:

✎ Child care in Howard County is very expensive and current assistance programs only meet the needs of very low income families. There is a need for resources for low/moderate income families to access child care

Action:

✎ Examine the feasibility of implementing a “Working Parents Assistance Program” similar to Montgomery County, MD

ACCESSIBILITY OF CHILD CARE

SHORT TERM RECOMMENDATIONS

18. Enable integration of children with disabilities into child care settings

Issues:

✎ Many providers feel unequipped to take children with disability into care. As a result, parents of child with disabilities have trouble accessing appropriate child care

Action:

✎ Explore funding to provide paid companions to children with disabilities who need assistance

✎ Promote and expand training programs addressing disability issues for child care professionals

19. Examine feasibility of sick and emergency child care

Issues:

✎ There is a lack of sick and emergency care throughout Maryland. These types of care are very expensive and have not proved to be successful in Maryland

Action:

✎ Inventory other states’ successful models

✎ Explore possible Howard County sites and partnerships

✎ Encourage employers to consider offering sick and emergency care as a benefit option for employees through on-site consultation and presentation of successful policies used by other organizations

LONG TERM RECOMMENDATIONS

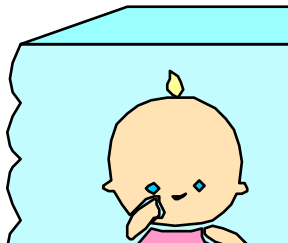
20. Develop sick and emergency child care options for parents

Issues:

✎ See above

Action:

✎ Explore and suggest funding sources to offset the cost of providing these types of care including the possibility of underwriting operations for first two years



CONCLUSION

Research into early brain development speaks to the importance of ensuring each child in our community has access to child care that is of high quality and affordable to parents. A lack of infant/toddler care, low staff salaries, concerns regarding liability, lack of room to expand are all barriers which prevent a comprehensive child care delivery system in Howard County. The Howard County Child Care Resource Center has significantly enhanced the capacities of the County, but family child care providers continue to leave the field. The cost of child care in Howard County remains the highest of any jurisdiction in the state and prevents an increasing number of families from accessing quality, licensed care. Care for children with special needs and non-traditional care hours can be difficult for parents to locate and/or expensive if found.

The Howard County Child Care Task Force is grateful for the opportunity provided by the Howard County Council and the County Executive to examine thoroughly the issues facing the child care community today. We urge both to carefully consider and implement the recommendations. We can work together as a community to address child care issues affecting Howard County for our families, children and child care providers.



MARYLAND CHILD CARE CREDENTIAL **“ACHIEVING QUALITY”**

DESCRIPTION:

The Maryland Child Care Credential is a framework of requirements that recognizes education and experience for all individuals working at all levels in the child care system.

CREDENTIAL GOALS:

- To promote a well-qualified workforce;
- To advance the status of the child care profession and increase respect and compensation for those employed in child care settings;
- To recognize for-credit and non-credit career preparation and development within an approved statewide framework;
- To build a structure for professional growth through professional competencies.

CREDENTIAL COMPONENTS:

- Training based on core body of knowledge, not just “clock hours;”
- Levels of credentialing: entry level set at current minimum requirements; advancement achieved through continued education;
- Automated tracking system, rather than manual review by licensing staff;
- Monetary incentives and support for achieving higher levels;
- All 11,700 family child care providers and 25,000 child care center staff in Maryland will be included;
- Public Awareness Campaign.

CORE OF KNOWLEDGE:

- A commonly defined base of theories and practices for all child care professionals that are essential for persons working with children.
- Six Major Areas
 - ✎ Child Development
 - ✎ Curriculum
 - ✎ Health, Safety and Nutrition
 - ✎ Professionalism
 - ✎ Community
 - ✎ Special Needs

RECOGNITION, INCENTIVES AND SUPPORT

- Tiered Reimbursement
 - ✎ Differential payment through Purchase of Child Care
 - ✎ Based on credentialing and program accreditation status
- Accreditation Support
 - ✎ Funding for facilities to pursue accreditation
- Mentoring System
 - ✎ Trained, experienced providers
 - ✎ Available to provide technical assistance, support and guidance

CURRENT CHILD CARE INITIATIVES IN HOWARD COUNTY

1. **HOWARD COUNTY CHILD CARE RESOURCE CENTER (HCCCRC)** - provides child care information and referral; parent and provider education; technical assistance and training for providers and employers, data collection and acts as a community catalyst for development of programs.
1. **CHILD CARE/BUSINESS AND COMMUNITY OUTREACH PROJECT** - The HCCCRC also provides outreach to businesses and other organizations to help them address the child care needs of their employees. Additionally, programs are offered for employees to teach them about child care options available in Howard County.
1. **THE “RIGHT START” MICRO ENTERPRISE DEVELOPMENT PROGRAM** - Using Community Development Block Grant Funding, the HCCCRC provides a comprehensive program to help prospective family child care providers get their businesses started. Assistance is given to purchase equipment, set up environment, develop contracts, design marketing materials, and more. This program has income eligibility requirements.
1. **“CHILDREN ON BOARD” PRESCHOOL AND CHILD CARE INFORMATION FAIR** - An annual event that provides a one stop shop for parents and care givers to obtain information about preschool and child care services. This event is held each January and has an average of 1000 participants visiting 70+ exhibitors.
1. **HOWARD COUNTY CHILD CARE SCHOLARSHIP PROGRAM** - Scholarships for child care staff to earn their 90 hour child care certification. Individual child care centers sponsor child care aides to enable them to become qualified as senior staff members in a classroom. This program has income eligibility and other requirements.
1. **“CELEBRATING SUCCESSES” IN CHILD CARE AND EARLY CHILDHOOD PROGRAMS** - An annual ceremony that recognizes child care and early childhood programs, individuals and businesses who have made a difference in the life of a child. This event is held in April during the Month of the Young Child.
1. **JUDITH P. HOYER CHILD CARE AND EDUCATION ENHANCEMENT GRANT ACCREDITATION PROGRAM** - Assistance to family child care providers to help them achieve national accreditation through the National Association of Family Child Care. This program is a step to increase the professionalism and educational level of child care professionals.
1. **PROJECT ACT (ALL CHILDREN TOGETHER)** - Assists child care professionals and parents of children with disabilities to develop a successful plan for the full

inclusion of a child in a child care setting. This program is part of the “Abilities Network” and is funded in part, by the State.

1. **HOWARD COUNTY PUBLIC LIBRARY** - Services to child care professionals include a story time program in family child care homes, materials such as books, audio cassettes and story time materials, a story time group program (All Together Now) in each local library, and training programs.
1. **FAMILY CHILD CARE ASSOCIATION-** A professional organization that provides support, networking, a newsletters, and training opportunities for family child care providers.
1. **HOWARD COUNTY CHILD CARE FOOD PROGRAM-** Operated out of the Department of Social Service, this federally funded program providers nutritional education and financial incentives to family child care providers.

FAMILY CHILD CARE PROVIDER RECRUITMENT CAMPAIGN 2000*"Make a Living. Make a Difference"*

Fairfax County, Virginia

BACKGROUND:

In early 2000, the Fairfax County Employer Child Care Council presented a report to the Board of Supervisors that alerted the Board of an alarming trend in child care. Between 1998 and early 2000, there was a 16% drop in the number of family child care providers. During the same period, requests from parents seeking child care rose by 7%. The decrease in child care providers made it difficult for parents to find care, especially for infants, school age children, children with special needs, and care during non-standard hours. Home-based child care businesses are an important source of these types of child care services.

OBJECTIVE:

The goal is to create 1000 new child care spaces in Fairfax County by increasing the number of family child care providers holding a Fairfax County Home Child Care Permit. A county permit allows a provider to care for up to five children in their homes.

TIME LINE:

The campaign officially kicked off on October 10, 2000 and will continue throughout 2001.

TARGET AUDIENCE:

Outreach efforts targets mothers who want to stay home with their children and those who would like to start a home business in Fairfax County's many multi-cultural communities.

MARKETING METHODS:

Kick off Event - A group of community leaders from business, government, and education declared their support for the campaign. Providers were available for interview and a local business presented a donation toward the home child care referral bonus. The event had significant media coverage.

Radio - The campaign aired advertisements on a variety of stations.

Community Partnerships - The Office of Children established many partnerships to advise on how to best reach the community and assist in distributing brochures and posters. Some partners committed in-kind and financial support.

Newspaper/Print Media Ads - Advertising space was purchased in local papers. A series of advertisements are being aired in selected movie theaters.

Internet Marketing - The recruitment campaign was tied to the major revamping of the website - Child Care Central.

CHILD CARE JOB BANK

Arlington, Texas

THE CHILD CARE JOB BANK IN ARLINGTON, TEXAS IS DESIGNED TO:

- Assist child care providers in recruiting and retaining quality staff
- Reshape the image of the child care professional
- Attract competent child care workers

BENEFITS OF THE CHILD CARE JOB BANK:

- Gives Centers a positive alternative for recruiting employees
- Applicants are screened prior to being referred to center
- Discounted training rates on pre-service CPR and First Aid are available for applicants hired through Child Care Job Bank
- Training for Center directors on staff retention
- Eight job posting are received annually for one low cost
- A positive image is promoted for the child care industry

CHILD CARE CENTERS PARTICIPATE BY:

- Selecting the package price that applies to the center based on total licensed capacity
- Completing and returning the Center Information Form
- Completing and returning the Posting Form when a job opening become available
- Faxing additional job openings as needed

CHILD CARE FACILITIES FUND

San Francisco, California

DESCRIPTION

The Child Care Facilities Fund (CCFF) was established in March 1998 to address the need for funds to build and renovate space for child care in the City of San Francisco. The CCFF currently offers four types of assistance:

- *The Child Care Assistance Program*, which includes: capital and predevelopment grants; zero interest mini-loans to support planning; short term direct loans; and access to conventional loans on favorable terms through CCFF guarantees or interest rate write-downs
- *The Family Child Care Assistance Program*, which includes recoverable grants up to \$10,000 to meet one-time capital expenses of licensed family child care providers
- *Emergency Grants* (the Flex Fund) of up to \$10,000 to cover the immediate costs of repairs that would otherwise require a provider to shut down an operation. These grants may be disbursed within as few as 10 working days
- One-on-one technical assistance, workshops, classes and publications for child care providers, focused on facilities' development and business management

ANNUAL AMOUNT

In 1997 the following funds were pooled and used to "seed" the CCFF:

- \$200,000 from the City of San Francisco (from developer fees and general fund)
- \$300,000 from the Miriam and Peter Haas Fund
- \$400,000 from the Providian Financial Corporation.

Since its inception, CCFF has raised a total of \$4.88 million from private and public sources. In addition, working in partnership with the City of San Francisco, CCFF has secured \$10 million in loan authority from the HUD Section 108 Loan Program. These loans finance both new construction and renovation and are backed by the city Department of Human Services to subsidize up to 80% of the borrower's loan payment. The city appropriates \$600,000 each year to help repay the debt of Section 108 loans.

SERVICES FUNDED

Construction and renovation of nonprofit child care centers and eligible capital expenses in family child care homes, and training/technical assistance to child care practitioners on financial management and facility development issues are provided. Typical projects include:

- Expansion of child care centers to increase capacity
- Improvements to outdoor play space for increased safety and better quality of care
- Renovations to family child care providers' homes to increase capacity

- Inclusion of a new child care facility in an affordable housing development
- Hosting workshops on available child care funding sources

DISBURSEMENT OF FUNDS

- With the guidance of a 23-member Program Advisory Committee, CCFF is administered by the Low Income Housing Fund (LIHF), an experienced non profit lender and community development institution. LIHF developed underwriting guidelines (in consultation with the initiative's funders), reviews applications and services the grants and loans.

POPULATION SERVED

- Nonprofit child care centers and family child care homes that serve low-income children in the City of San Francisco are the beneficiaries.

STRATEGIC CONSIDERATIONS

- The CCFF has succeeded in involving stakeholders at all levels in a coordinated, local strategy to expand the supply and improve the quality of child care in the City of San Francisco. Strong support from several high-level champions and the leadership provided by an experienced, local nonprofit lender - LIHF - were key to this success.
- Effectively administering a child care loan pool requires funding that is flexible enough to allow the administrator to use a range of strategies, including: mixing grants and loans, "buying down" the interest rate and leveraging private sector debt.
- Technical assistance is also key to success. Child care providers need skills in facilities' development and business management; some need intensive one-on-one assistance.
- The LIHF learned early that most nonprofit programs could not carry debt without a source of subsidy to help repay the loan. To address this need, the CCFF negotiated an agreement with the Department of Human Services to repay 80% of the debt on Section 108 loans. These loans are targeted to programs that predominately serve low-income families.
- CCFF used grant funds to help jump-start projects that might otherwise have languished for lack of equity, promote the development of new slots for infants and toddlers, help family child care providers pay for one time capital expenses and to cover the cost of emergency repairs.
- The leadership provided by the CCFF also spawned a new initiative called, "Adopt a Child Care Center", which matches local construction companies that are willing to donate volunteer time and materials with child care centers that needed renovations. Fifteen child care programs and more than 1,200 children,

were served in 1999 through this effort.

WORKING PARENTS ASSISTANCE PROGRAM AND TRUST FUND

Montgomery County, MD

DESCRIPTION

Montgomery County, Maryland has established a subsidized child care program, the Working Parents Assistance Program (WPA), and a public-private fund, the Working Parents Trust Fund. The trust fund is a volunteer -run fund that raises money from individuals, foundations, and businesses to extend the number of families served by the WPA program. One-hundred percent of the funds are invested in child care.

DATE(S) ESTABLISHED

The WPA program was established in 1986 and the trust fund was established in 1995 in response to a waiting list of 2,600 children.

ANNUAL AMOUNT

The WPA program budget for FY 2000 was \$3.5 million and was derived from the Montgomery County general fund. The trust fund has provided a total of nearly \$200,000 in private contributions. During 1999, the trust fund raised \$43,000 and since it was established, contributions have ranged from small individual gifts (\$10 and under) up to \$20,000.

SERVICES FUNDED

Eligible parents are provided with child care subsidies so parents can maintain employment or attend school or training. The program provides individual counseling to participating families to secure child support from absent parents and annually reassesses its financial level of assistance.

DISBURSEMENT OF FUNDS/POPULATION SERVED

The WPA program is available to parents who are working 35 or more hours each week. Parents must have children age 14 or under, work or attend school and must, if a single parent, pursue child support through the court system. Family income cannot exceed \$35,000 annually. The Montgomery County child care subsidy program has established a single point of entry for families to find out if they qualify for WPA or the state's Purchase of Care program. The program provides participating parents with vouchers, used to purchase licensed and registered child care. Each year nearly 1,300 families are served.

STRATEGIC CONSIDERATIONS

- The WPA program was established by the county government because the POC program did not meet the needs of working families in the County. Working parents' incomes often surpassed the limits set by the state, but high child care costs made access care impossible. Additionally, rates being paid by the state

were too low making finding quality care difficult, even for parents who qualified. Initially, Montgomery County supplemented the POC program, but rigidly applied rules made this an unsuccessful approach.

- The program has been designed to promote efficiency by careful definition of eligibility for the WPA program and the POC program. Parents do not have the option of choosing between them. Parents who have lower earnings or work less hours must participate in the POC program.
- The trust fund was started in response to a long county-level waiting list for subsidized child care. A volunteer who promoted the fund is credited with raising most of the private funds, increasing visibility of the program and drawing attention to the enormous demand. In part, this is the reason the county decided to increase the allocation for the program recently from \$2.4 million to \$3.5 million.
- Staff from the County funded WPA and state-funded POC programs are co-located in county government offices. This allows the two programs to offer a single phone number for determining which program is appropriate for the family. It is not a complete solution, however. A parent inadvertently applying for the wrong program has to start over again. Over time, the WPA program would like apply its broader income eligibility guidelines to both programs and operate them as a single program.

CHILD CARE WORKS

Washington, D.C.

DESCRIPTION

In 1996, a broad partnership, including service providers, banks, government entities and philanthropy was convened to address the need for financing to support the expansion of child care capacity in Washington, D.C. The many partners persevered through a long and unusually inclusive process. The group designed and launched Child Care Works (CCW) in December 1998. CCW is a loan fund providing funding and technical assistance to family child care providers.

PARTNERS

CCW partners include:

- The Center for Policy Alternatives
- The District of Columbia - Department of Human Services
- The Metro Bankers Consortium - Riggs, Chevy Chase, Citibank, Crestar, First National of Maryland, First Union, and Industrial National Bank
- The Washington Child Development Council
- ARCH and H Street Community Development Corporations
- Private philanthropies - Ford Foundation, Freddie Mac, Meyers Foundation, Moriah Foundation, the Community Foundation of the National Capital Region.

CURRENT ACTIVITIES

CCW includes a continuum of services to assist family child care providers - from helping them become established to helping them file their taxes:

- *Licensing:* The Washington Development Council, a resource and referral agency, help potential and current unlicensed providers in D.C. meet licensing requirements and complete the application process.
- *Loans:* ARCH and H Street Community Development Corporations administer loans of \$500 to \$1,500 to help family child care providers pay for their license, buy equipment, and make improvement to their homes necessary to pass inspection.
- *Business Training:* ARCH and H Street Community Development Corporations also provide guidance on how to market and run a successful home child care business, how to manage money, and how to pay taxes. In addition, family child care providers have mentors to guide them and respond to their questions

RESOURCES

Child Care Works is funded by the collaborative banks, the D.C. government, and

private philanthropies. The Foundations funded the initial planning and development phase of the work. The Metro Bankers Consortium has contributed \$40,000 to fund the loan pool. The D.C. government has contributed \$75,000 from the federal Child Care and Development Fund to support the loan pool, and \$75,000 to support technical assistance. The technical assistance dollars are administered by the Community Foundation for the National Capital Region, and Riggs Bank administers the loan fund.

RESULTS

The project has leveraged a \$40,000 loan pool for mini micro-loans, and the goal is to create 500 new child care slots as a result of the first round of lending. Although the project is still in the implementation stage, an early result has been the value of the relationships built among various partners, particularly between the public and private sectors. The project has bridged an information gap between the banking community and public and private human service providers

LESSONS LEARNED

- Communication is the key. Establishing clear and regular communication among various partners is vital to progress and success. Avoid potential misunderstandings by putting all plans, commitments, and agreements in writing.
- Know your partners. Knowing the community, the historic roles, relationship among partners, interests, motivations and values of each partners help to build the partnership. Partners should be chosen carefully, both to reflect the many stakeholders in the community and to be capable working effectively together.
- Know when to draw the bottom line. Partnerships must have a way to make decisions when there is disagreement. The inclusion and engagement of a variety of partners must be balanced with the need for progress toward the project goal. From the beginning, partners must agree on how to close the debate on contentious issues and move forward.

BUSINESS/CHILD CARE PARTNERSHIP

Seattle, Washington

DESCRIPTION

Business/Child Care Partnership (B/CCP) is a project of Child Care Resources and the City of Seattle. Understanding the direct link between higher wages and higher quality, the mission of B/CCP is to improve the quality of child care in Seattle through partnerships between businesses and child care providers. Through these partnerships, businesses contribute services and goods to child care providers while providers, in turn, use their savings to increase staff wages.

SERVICES OFFERED THROUGH THE B/CCP:

Through B/CCP, businesses have

- Offered training and assistance in accounting, budgeting, hiring, training, computer literacy, and other administrative functions to allow providers to operate their businesses more efficiently;
- Donated equipment (such as photocopiers), enabling child centers to turn the acquisition cost into a pay raise for child care staff;
- Painted rooms, fixed play equipment, etc, enabling child care providers to turn maintain dollars into health coverage benefits.

COMPENSATION AND RETENTION ENCOURAGE STABILITY (C.A.R.E.S)

California

DESCRIPTION:

The C.A.R.E.S program, modeled after California Assembly Bill 212, rewards the pursuit of child care development training among new child care professionals and promotes retention of committed, qualified child care providers, staff and directors. C.A.R.E.S includes two programs: the Child Development Corps (CDC) and Resources for Retention. Child care providers who become members of CDC and fulfill its requirements receive annual stipends in varying amounts based on their training and other criteria. The Resources for Retention program administers quality improvement grants for child care programs. C.A.R.E.S is designed:

- To reward the pursuit of professional preparation among those entering the child care and development fields;
- To promote the retention of child care teachers, providers and directors who have made a commitment to their child care careers through education and training;
- To encourage the recruitment and retention of qualified caregivers with multilingual skills to address the linguistic needs of young children and their families;
- To provide child care programs with additional resources and support needed to improve program quality and to attract and retain skilled caregivers;
- To foster partnerships among public, private, and philanthropic sponsors;
- To encourage coordination in the delivery of training and support for the child care and early education workforce;
- To stimulate public awareness of the importance of child care services and jobs, and the relationship between qualified and adequately compensated caregivers and beneficial outcomes for children;
- To build on existing systems by utilizing currently operating training programs, including two- and four- year colleges, early childhood and school-age mentoring programs, and child development training consortiums, and by strengthening the current mechanisms for funding services;
- To generate data about the effectiveness of different approaches to improving child care quality and building a skilled and stable workforce, and to evaluate the potential for replication or expansion of approaches.

COMPONENTS OF C.A.R.E.S.:

The Child Development Corps is intended to allow compensation for member who fulfill its requirements.

- The CDC is open to family child care providers and center-based staff in public and privately operated care programs
- Stipends reward individuals for attained education as well as for continuing education and professional growth
- Stipend increments are based on the Child Development Permit Matrix
- Stipends reward individuals who have been at their current child care job for a

- minimum of one year
- Stipends for those with higher levels of education seek to bridge the gap between child care and elementary school salaries

Resource for Retention:

- is an optional component of the C.A.R.E.S. program that rewards child care programs for seeking systemic change
- provides financial incentives to child care programs for developing and implementing quality

MONTGOMERY COUNTY COMMISSION ON CHILD CARE

Montgomery County, Maryland

VISION:

Access to quality, affordable child care for all families

PURPOSE:

The Commission on Child Care was created in 1987 by County Council legislation (Bill No. 28-27) to advise the County Executive and County Council of the development, implementation and effectiveness of government policies, programs, and services that enhance community support for quality, affordable and accessible child care. The creation of the Commission, separate from others which deal with family matters, was in response to the large and growing number of families for which child care was, and continues to be, a critical need.

MEMBERSHIP AND COMMITTEES

The twenty-five member Commission includes representatives from parents, providers, business, the general public, and government agencies with interests in child care. Members are appointed by the County Executive, subject to confirmation by the County Council. Most Commission work is accomplished through the Executive Committee and three standing committees: Programmatic issues, Public Policy, and Membership. Additional volunteers from the general public are invited to assist the committees. The Commission is supported through staff efforts from the Department of Health and Human Services.

PRIORITIES FOR 2000-2001:

- Advocate for sufficient and stable staffing in the Child Care Administration Region V Office to ensure child care regulations are enforced in Montgomery County.
- Advocate for raising the income eligibility cap for the Working Parents Assistance Program. Monitor the WPA program to ensure that new funding is effectively used.
- Participate in a media campaign and outreach that includes information about child care subsidies and the importance of quality child care in collaboration with the Early Childhood Initiative.
- Monitor and assist efforts to improve the recruitment and retention of child care providers.
- Maintain and increase collaboration with other boards, committees and agencies.
- Ensure that current and former Temporary Cash Assistance customers have access to affordable quality child care as they transition from cash assistance to employment.
- Support the establishment of partnerships with businesses and employers to enhance the availability of quality child care.
- Strengthen the relationship with State legislators to advocate for child care

resources and standards.

- Monitor and assist efforts to address the availability of quality infant care
- Monitor the services of the Child Care Health Consultation Program.
- Monitor the availability of quality out-of-school programs for middle school students.
- Continue to monitor the Head Start community-based pilot programs

ALAMEDA COUNTY CHILD CARE PLANNING COUNCIL
Alameda County, California

PURPOSE:

- To serve as a pro-active, representative body that exists to maximize local, federal and private resources for child care in Alameda County.
- To serve as an advisory and planning body to the County Board of Supervisors and Board of Education on child care issues
- To provide linkages to local planning jurisdictions and advocacy groups.

FUNCTIONS:

- Conduct an assessment of child care needs at least once every five years
- Document information gathered during the needs assessment which shall include, but need not be limited to: data on supply, demand, cost, and market rates for each category of child care in the County.
- Encourage public input in the development of funding priorities. Opportunities for the public input shall include at least one public hearing during which members of the public can comment on the proposed priorities.
- Prepare a comprehensive County-wide child care plan designed to mobilize public and private resources to address identified needs.
- Conduct a periodic review of child care programs funded by the CDD and CDSS to determine if identified priorities are being met.
- Collaborate with subsidized and nonsubsidized child care providers, County welfare and human service departments, job training programs, employers, integrated child and family service councils, parent organizations, and other interested parties to foster partnerships designed to meet child care needs.
- Design a system to consolidate local child care waiting lists.
- Coordinate part-day programs, including State Preschool and Head Start, with other child care to provide full-day child care.
- Review and comment on proposals submitted to CDD that concern child care to be provided within Alameda County. These shall in no way be binding on the CDD in determination of programs to be funded.
- Identify at least one, but no more than two, members to serve as part of the CDD team that reviews and scores proposals for child care services funded through the CDD. Council representatives shall not review and score proposals from Alameda County.
- Develop and implement a training plan to provide increased efficiency, productivity, and facilitation at Council meetings.
- Provide consultation to CDD and CDSS regarding the development of a single application and intake form for all federal and state subsidized child care and development programs.

COMPOSITION OF THE COUNCIL

- 20% Consumers (parents or adults responsible for children who are in child care

- 20% Child Care Providers
- 20% Public Agency Representatives
- 20% Community Representatives
- 20% at the Discretion of the County Board of Supervisors and County Superintendent of Schools

COMMITTEE AND PROJECTS 1999-2000

- *Alameda Access to Subsidized Child Care (Ala-ASCC):* Collaboration working to streamline and improve the Alameda County CalWORKS Child Care System.
- *Alameda County Proposition 10 Child Care:* Committee has met throughout the County's planning for utilization of Proposition 10 funds and has developed the child care portion of the County's Strategic Plan (Every Child Counts).
- *Early Childhood Mental Health:* Committee is working to determine specific child care mental health service needs and resources.
- *Early Childhood Partnership:* Representatives from Head Start programs, Social Services, and other interested collaborators formed this group to explore possibilities for joint projects and provide wrap-around services for low-income families.
- *Local Investment in Child Care (LINCC):* LINCC committee guides ongoing assessment and analysis of how child care contributes to the County's economy and identifies specific ways to improve and enhance that contribution. Current activities include: 1) developing the Child Care Fund of Alameda County; 2) conducting outreach and education to City Councils and Planning Departments on the impact of land use policies and economic development planning in the child care industry; 3) planning an event for business and economic development leaders; 4) planning an outreach and education campaign for businesses on the value of investing in child care for their employees.
- *Needs Assessment:* The State Department of Education mandates that a needs assessment being conducted in every County. The Council will guide the coordination of the next assessment based on updated census data and current child care supply and demand.
- *School-Age Programs:* The Council's work in this area will include: 1) continuing to examine and advocate for improvements in after-school program policies; 2) connecting after-school program providers with technical assistance and collaborators; 3) exploring options for funding maximization with CalWORKS and other state and federal funds.
- *Universal Access to Subsidized Child Care (UASCC):* The mission and purpose of the Alameda County UASCC System is to provide child care programs with efficient and equitable access to information on families who are eligible for child care subsidies in Alameda County.

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